

Town Hall meetings address command climate, realignment

Heather Paynter
FISCSD Public Affairs

Realignment, command climate, A-76 - words integral to the Fleet and Industrial Supply Center San Diego community. But before Town Hall meetings conducted Sept. 15 to Oct. 7, words whose impact on personnel in the command may not have been as widely realized.

RDML William Kowba, Commander, Fleet and Industrial Supply Centers and CAPT Harry Davis, executive officer, FISCSD, traveled to sites to address questions and concerns from employees and to present information on results of the recent Corporate Climate survey, the realignment of FISCs throughout the world for uniformity sake and employment



Photo by Heather Paynter

Employees at the FISC North Island site listen to a Town Hall briefing Sept. 17.

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FISCSD Sailors, civilians, family members donate time to rescue center

SH1(SW) Madeleine Uribe
FISCSD Fleet Assistance Team

Working on short notice but ready to tackle any challenge, a group of Fleet and Industrial Supply Center San Diego military and civilian personnel as well as family members spent a Saturday morning helping others.

At the San Diego Rescue Center Sept. 18, the hard-working crew spent the morning painting - a larger project than originally anticipated. With expectations of volunteering to prepare and serve food, the group showed up with so many people

willing and ready to help, that the overall coordinator for the event decided to delegate another project. Armed with brushes and buckets, everyone began painting the 5,400 square foot ground floor of the parking structure.

The group of volunteers accomplished more than expected and although we didn't know each other very well at first, we were able to accomplish our immediate goal while having fun and getting to know everybody involved. By granting the institution a total of 30 volunteer

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XO's Quarters

As we begin fiscal year 2005, COMFISCS continues to strive to eliminate redundancies and realize critical savings in support of the Navy's Sea Enterprise Vision. One of the areas the Navy identified that had good potential for saving money is in the world of fleet maintenance.

The Navy's maintenance program is unquestionably effective—our ships are in great condition and have been able to successfully support accelerated schedules and extended deployments in support of the global war on terrorism. Despite these successes, Navy leadership saw opportunities to improve the efficiency of the maintenance effort, saving dollars in the process, by consolidating all of its maintenance assets by region, creating the Regional Maintenance Commands.

In April of this year, four local maintenance providers including Shore Intermediate Maintenance Activity, Supervisor of Shipbuilding,

Fleet Technical Support Center Pacific and Consolidated Diver's Unit combined to create the Southwest Regional Maintenance Command.

FISC San Diego subsequently partnered with SWRMC to provide all logistics and material management support for the RMC. This partnership recognizes our corporate expertise in this area and provides substantial opportunity to drive down costs of operations by eliminating redundancies, capitalizing on economies of scale and introducing process efficiencies.

On Oct. 6, CAPT Joseph Corsi, SWRMC commanding officer, and I signed a Memorandum of Understanding whereby operational control of the personnel resources supporting the SWRMC logistics and material management functions was realigned to FISCSD. These employees will be detailed to us and formally transferred to FISCSD after the



Retail Supply A-76 study is fully implemented in early 2005.

Once again, the unparalleled logistics support and expertise of our FISCSD team compelled Navy leadership to count on us to carry out this logistics mission. Please join me in welcoming our new teammates, and let's make fiscal year 2005 just as successful as 2004!

The Network

The *Network* is an authorized publication published monthly for the employees of the Fleet and Industrial Supply Center San Diego and its sites.

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Visit our Web site at www.sd.fisc.navy.mil.

Per diem rates released for new fiscal year

New per diem rates effective October 2004 will affect federal employees traveling on official government business. Rates were broken down by locality, max lodging, local meal rate and maximum per diem.

San Diego locations were consistent with \$180 maximum per diem allowed. Max per diem is configured by combining max lodging plus meals and a \$3 incidental rate. California rates ranged from \$91 to a maximum per diem rate of \$187 in Riverside locations.

District of Columbia travel rates a \$194 and business travels to Virginia range from \$91 to \$194 maximum per diem.

The complete list of ranges and detailed per diem rates for fiscal year 2005 can be found at <http://www.dtic.mil/perdiem/perdiemrates.html>.

**Daylight
Savings Time
ends at 2 a.m. Oct. 31.
Remember to set your
clocks back one hour.**

‘Making a difference in our communities and our nation’

*Quick facts about Hispanic
Heritage Month (Sept. 15 to
Oct. 15).*

- Hispanics comprise more than 7.5 percent of total Navy active duty end strength, up from 5.1 percent in 1989. There are more than 37,000 Hispanic Americans who proudly serve in the Navy tradition.

- The Navy has one of the largest Hispanic populations of all the military services with 5.11 percent of the total Navy officer population and 9.57 percent of the total enlisted population.

Navy leaders

- LCDR Eduardo R. Fernandez Jr., executive officer, USS *Henry M. Jackson* (SSBN 730) won the Professional Achievement award for Military Excellence.

- U.S. Naval Academy Midshipman 1st Class Maia Molina-Schaefer received the Latina Style Leadership Award Sept. 8. She is the first woman in Naval Academy history to compete and win in the annual Brigade Boxing Championship.

*Information compiled and
released by Department of
Defense.*

**Happy 229th Birthday
U.S. Navy
Oct. 13**



Photo by Heather Paynter

FISCSD celebrates Hispanic Heritage Month



Photo by Heather Paynter

(Top) SK1(SW/AW) Juan Bravo from Southwest Region Maintenance Command serves up grilled chicken to a steady stream of FISC Sailors and employees. (Above) Spanish rice, tortillas, refried beans and more made up the menu at the Naval Station Sept. 24.

Town Hall meetings bring issues, concerns to the employees



Photo by Heather Paynter

CAPT Harry Davis addresses issues at the FISCSD Personal Property Office.

Focus Store reduces customer wait time, increases production

Heather Paynter
FISCSD Public Affairs

The grand opening of the innovative 472 Focus Store located at Naval Air Station North Island was celebrated with a ribbon cutting ceremony Sept. 15.

This cooperative effort between Fleet and Industrial Supply Center San Diego and the Naval Air Depot North Island is projected to decrease material transit time. It will increase production and decrease headaches by stocking parts essential for a production area's manufacturing needs closer to the employees who need the materials.

Parts were consolidated from other areas, reducing the distance of certain materials from miles to feet. This also dramatically reduced production times. For example, the production of aircraft brakes was reduced from one year to one quarter.

Projects such as this are part of the Airspeed LEAN initiative, a major focus of both commands. This part of the initiative promotes reducing costs and turnaround time as well as reducing customer wait time by moving inventory

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Town Hall

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issues for those affected by the recent A-76 decision.

Human Resources representatives accompanied Kowba and Davis and addressed questions on Reduction-in-Force notices, Voluntary Separation Incentive Pay and Voluntary Early Retirement Authority. Those affected by a RIF will be given 68 days notice but may have options including priority placement, depending on their situation. Those choosing to accept VSIP/VERA offers have made their decision and have left the command.

Kowba talked about the new organizational structure and emphasized the importance of consistency and the significance of making business as easy as possible for the customer. If a supply center in Virginia can speak with a center in Japan and be talking about the same code using the same numbers, it's a system that will make life easier for everybody, according to Kowba when addressing employees at the Navy Broadway complex.

Focus areas for the Corporate Climate survey (see survey results on page 6) include career counseling assistance, awards and recognition, prevention of sexual harassment and EEO/diversity. According to Davis, the command is doing well but there are issues that need to be addressed including a focus on reenergizing the Bright Idea program and increased one-on-one communication between supervisors and employees.

The floor was opened for questions after briefings at each of the sites and Kowba and Davis addressed questions on employee feedback - could there be comment boxes placed at strategic sites throughout the command? Answer: That is a good suggestion that we will take a serious look at.

Questions on job qualifications and requirements following possible job shifting and other changes were also a few of the most popular topics. (A complete list of questions and answers are posted on the MyNAVSUP Web site at <https://knowledge.navsup.navy.mil>.)



Photo by Heather Paynter

RDML William Kowba opens the Focus Store with CAPT James Woolway, Naval Air Depot commanding officer.

Task Force Uniform announces changes in uniform regulations

Task Force Uniform Public Affairs

Task Force Uniform has announced some significant changes to the Navy Uniform Regulations, which were recently approved by Chief of Naval Operations ADM Vern Clark. These changes are among the first initiatives being rolled out as a result of Task Force Uniform.

The Uniform Regulation changes were made based on fleet input from interviews with Sailors, command site visits, comprehensive research and data collected from a Navywide uniform survey. The survey collected feedback from more than 40,000 Sailors throughout the fleet. The approved changes

include women's skirts, identification badges, civilian bags, women's handbags, communication devices and breast insignia.

One of the changes effective immediately will be the authorized wear of civilian bags while in uniform.

One of the changes effective immediately will be the authorized wear of civilian bags while in uniform. This includes briefcases, gym bags, backpacks, suitcases and garment bags. The specific guidance on wear and appearance for each is outlined in NAVADMIN 209/04.

Another revision that is effective immediately is the wear of a wireless communication device, such as a cell phone, PDA or pager for official business, while in uniform. The device cannot be visible from the front, and must be worn on the belt, aft of the right or left elbow. Specific

guidance and further details on the proper wearing and use of these devices is contained in NAVADMIN 209/04.

Female Sailors may now wear civilian handbags while in uniform, but must meet the specific criteria and be worn in the manner prescribed in NAVADMIN 209/04. Women's uniform handbags are now an optional uniform item, and will no longer be a prescribed seabag item or issued at recruit training as of Oct. 1.

In addition to the handbag, women's skirts will also be an optional uniform component as of Oct. 1. This applies to both service and dress uniforms, and may no longer be prescribed. Female Sailors who desire to wear a skirt will still be able to purchase them through the Navy Uniform shop.

There is also new guidance regarding silver breast insignia and identification badges. Specifications are outlined in the NAVADMIN.

"In the fleetwide survey, we asked a lot of detailed questions and received some very detailed responses in return," said MCPON (SS/AW) Terry Scott, who oversaw the massive effort. "We were very pleased with the level of participation in the survey and the focus groups."

These changes to the Uniform Regulations are just the first in a number of initiatives being produced by TFU. In addition to streamlining and simplifying the Uniform Regs, TFU is developing concept uniforms for a working uniform for E-1 through O-10, as well as a year-round service uniform for E-6 and below. TFU plans to announce the uniform concepts in the coming weeks, and an announcement about specifics of the wear testing dates and areas to follow.

Rescue Center

Continued from front page

hours, we saved the center a total of \$1,200 in labor for the paint job.

One e-mail was all it took to gather together this hard-working group that included: Storekeeper 1st Class(SW/AW) Juan Bravo and his son Jonathan, SK1(SW) Sand Watkins, SK2(SW/AW) Jesus Arceo, SK1(SW) Joss Zolina, SK1(SW)Rodel Cruz, SH1(SW) Madeleine Uribe, Michael Casper, Enrico Bagsic from HAZMAT and Debby Gray from the North Island Purchasing department.



The group gathers after a morning painting frenzy in downtown San Diego.

(Photos by SH1(SW) Madeleine Uribe.)



(Left) SK1(SW/AW) Juan Bravo and SK1(SW) Sand Watkins paint a parking structure at the San Diego Rescue Center.

NAVSUP Corporate Climate survey results

(This is the second in a series of articles addressing results of the NAVSUP Corporate Climate survey.)

Tammy Sanchez

FISCSD Regional Contracting

Round 4 – FISCSD actions

The September edition of the *Network* advertised Fleet and Industrial Supply Center San Diego results from the Naval Supply Systems Command Corporate Climate Survey and you may recall that FISCSD overall enjoyed positive responses from the workforce.

Strategic alignment – Indicating FISCSD is a good place to work and that employees understand how their individual jobs relate to accomplishment of the mission.

Communication effectiveness – Indicating FISCSD employees enjoy effective two-way communication with FISCSD leadership and that innovation is encouraged.

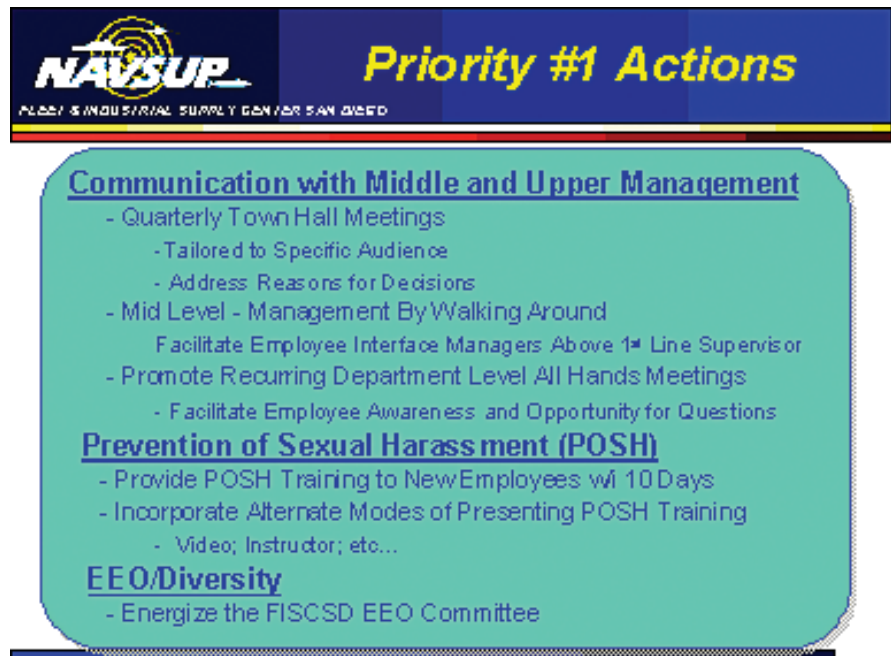
Career satisfaction – Indicating FISCSD employees are afforded opportunities for continuous development and that there is cooperation throughout the workforce to “get the job done.”

Relationships with management – FISCSD first-line supervisors are respected, trusted, and motivate the workforce.

In addition FISCSD received positive responses to Diversity/EEO and prevention of sexual harassment questions indicating the FISCSD programs

and policies are effective and that employees are comfortable reporting issues without fear of reprisal and that they believe management is willing to listen and act on issues that are reported.

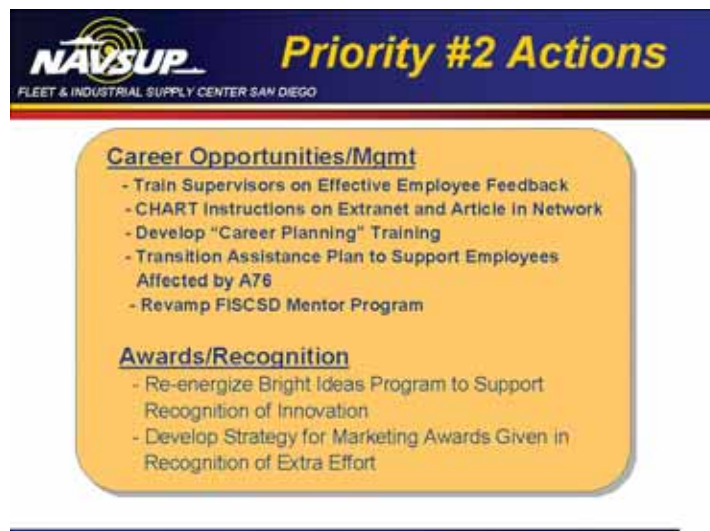
Nonetheless, the survey also provided information indicating there is room for improvement. Analysis of CCS results indicates FISCSD needs to focus on improving



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Priority #1 Actions

- Communication with Middle and Upper Management**
 - Quarterly Town Hall Meetings
 - Tailored to Specific Audience
 - Address Reasons for Decisions
 - Mid Level - Management By Walking Around
 - Facilitate Employee Interface Managers Above 1st Line Supervisor
 - Promote Recurring Department Level All Hands Meetings
 - Facilitate Employee Awareness and Opportunity for Questions
- Prevention of Sexual Harassment (POSH)**
 - Provide POSH Training to New Employees w/ 10 Days
 - Incorporate Alternate Modes of Presenting POSH Training
 - Video; Instructor; etc...
- EEO/Diversity**
 - Energize the FISCSD EEO Committee



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Priority #2 Actions

- Career Opportunities/Mgmt**
 - Train Supervisors on Effective Employee Feedback
 - CHART Instructions on Extranet and Article in Network
 - Develop "Career Planning" Training
 - Transition Assistance Plan to Support Employees Affected by A76
 - Revamp FISCSD Mentor Program
- Awards/Recognition**
 - Re-energize Bright Ideas Program to Support Recognition of Innovation
 - Develop Strategy for Marketing Awards Given in Recognition of Extra Effort

communication between the workforce and middle and upper management; facilitating career management and career opportunities; and communicating its efforts to respond to and act upon feedback from survey results - and FISCSD leadership is committed to doing just that.

Additionally, FISCSD leadership aggressively supports a zero tolerance sexual harassment policy and is committed to ensuring a

See Survey page 11

Athlete's success depends on nutrition, training, rest

SK2 Lorenzo Hill

FISC San Diego - SWRMC

Hello everyone. I am currently in Lake Placid, N.Y., preparing for this year's season of bobsled (bobsleigh) competition. Today, I am going to take you through an abbreviated version of a day in the life of an athlete. From nutrition, training, therapy, rest and recuperation, it seems like a ton of things to do in just a short period.

To give you an idea of where I am, it's approximately 3,000 miles or 45 hours of driving from San Diego. The nearest department store is about an hour and a half away, so I have no distractions at all.

Nutrition

Breakfast starts at 7 a.m. and I am up well before that watching a movie. The food is good and I get about 1,500 calories each major meal. I try to eat as much protein and carbohydrates as I possibly can each time I sit down. Lunch and dinner are 11 a.m. and 5 p.m. respectively, where I try to get another combined 3,000 calories between the two meals.

This isn't the only time I eat. I also snack between meals with sandwiches, protein shakes, fruit, gummy bears, and so on, all the while making sure I have the correct balance of vitamins and minerals.

Training

My first physical session starts around 9 a.m. It could be anything from lifting weights to doing sprint drills, to a dry-land push sled, to swimming pool workouts. My days of weight training are Monday, Tuesday, Thursday and Friday. Leg workouts are Monday and Thursday and upper body is Tuesday and Friday. Abs are done daily, but on Wednesday, it's abs ALL the time.

My sprint drill days are on Monday, Wednesday and Saturday. Tempo runs, similar to jogging, are done on Tuesday, Thursday and



Photo by Heather Paynter

SK2 Lorenzo Hill stretches his shoulder during a physical therapy session while still in San Diego.

Sunday. I know it sounds like a lot, but it's more than that.

Therapy

Massage therapy, ice tubs, hot tubs, pool, stretching, electro-muscular stimulation, ice therapy and other methods to the madness are all used to keep me in peak shape for extended periods of time. Some of it sounds painful, but I don't mind as long as it helps me get back in the game faster.

Rest and recuperation

This is a very important part of training - getting enough sleep to function. With me, it's usually a little different because I don't sleep that much on a nightly basis with an average of about five hours a night. Sometimes that's a good thing, sometimes it's a bad thing mainly because I have to force myself to go to sleep and stay asleep.

This is just a generalization of what goes on with me at the Olympic Training Center. Just because I am not around does not mean that you can slack off on your fitness goals. I am

going to continue to train and so should you.

If you have any questions, comments, or concerns, e-mail me at lorenzo_hill_pha@yahoo.com.

Focus Store

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closer to the product line. It is coupled with additional efforts focused on identifying the right material to do the job.

Basically, the "right material at the right location at the right time" becomes the philosophy of material management. "This is taking us from the old demand-based system to one of forecasting customer needs and properly placing at an arms reach," said Gerry Giacalone, FISC deputy site director. "It is basically foresight versus hindsight on identifying the material needs and putting it where the production is being done."

The Focus Store has been in the works for approximately six months. Several teams including representatives from production, engineering, quality assurance and FISC were involved in the transferring of approximately 3,600 products worth \$5.5 million to the new area.

"We increased the focus on inventory management," said Giacalone.

RDML William Kowba participated in the opening and said this is the latest in a long line of great accomplishments. "North Island has paved the way," he said.

Airspeed has also resulted in the improvement of manufacturing processes in addition to the minimal movement of material. "The ability to move an inventory of this size and to do so nearly seamlessly is a credit to the entire NADEP/FISC team," said Giacalone.

COMFISCS News Briefs

Navy Fuels Officer of the Year... LCDR Ed Bogdanowicz, U.S. Fleet and Industrial Supply Center Yokosuka's fuel director, receives the 2003 Navy Fuel Officer of the Year Award, presented by CAPT Sly Abramowicz, commanding officer of FISC Yokosuka. The American Petroleum Institute, which gives this annual award, praised Bogdanowicz for leading FISC Yokosuka's Fuel Department, which played a vital role in logistics support for Operations Enduring Freedom and Iraqi Freedom.

"I think it was a credit to the professionalism of all the 330 employees of the Fuel Department," said Bogdanowicz. "Getting recognized for this was basically a validation of all the hard work that went into it as a whole team. Several times, we had ships pull in and require fueling overnight, so we had folks who stayed up all night just to make sure the ships got what they needed so they could get on their way at dawn the next day. I think in the long run, that had an effect on the war-fighting effort." (Photo by Angela Bohon)



FISC Norfolk's Griffin recognized by USS Normandy for outstanding support... The Norfolk-based USS *Normandy* (CG 60) recently took time out of her busy schedule to recognize Cynthia Griffin from FISC Norfolk's Logistic Support Center. "I had the privilege of working with Cynthia for the past two years," said CDR Patrick Blesch, USS *Normandy*'s supply officer. "She never once told me or one of my folks that she could not accomplish something she had been asked to do . . . nothing was too daunting for her," he added. "She is obviously well known by all the Supply Department personnel, but that extends out to the rest of the crew as well . . . it is not uncommon to hear someone yell 'Hey Cynthia' from the brow down to her on the pier, or to give her a hug in the passageway . . . to put it simply, she is an extension of the *Normandy* crew and family, and is as integral to the operational readiness of the ship as much as anyone on board," Blesch concluded.

Besides the normal LSC food onload services, researching of documents, performing stock checks, purchasing material from SERVMART on ship's request when the ship is out to sea, finding frustrated material, coordinating ship's movement of material with PMOLant, Griffin and her team made sure that hot material made special plane assignments for pick-up, off load or on load flat beds with fork lift, and personally picked up bearers. She was once called in on a Sunday to make sure material was expedited to the ship. Not unusual for an LSR, but she was attending a wedding at the time. Now that is service!

Blesch recently presented Griffin, a member of the FISC team for 20 years and a plankowner in the LSC, with a letter of appreciation for her efforts. She also received a framed picture of the ship from CAPT Matthew Streeter, USS *Normandy* commanding officer, as a token of his gratitude for her outstanding support. (Photo by Bill Pointer)

Ivan Stops Moves to NAS Pensacola... PCS moves to NAS Pensacola, Fla., region were stopped effective Sept. 14, due to damage and destruction to naval facilities and local communities caused by Hurricane Ivan. The stop movement order affects all personnel scheduled to report between Sept. 14 and Oct. 31. Affected service members were advised to contact their detailee before making decisions as to the disposition of household goods.

MAX UNLEASHED

Well, hi there fellow FISC-ites! Can you even believe it, it's already October and, dare I say it, Christmas is only about two months away. Where does the time go? Seems like only yesterday I was a pup in the shelter wondering what my destiny would be and, thanks to the good folks here at FISC, I have a great one! Anyway, I got sidetracked there for a minute. Where was I? Oh yeah, Christmas.

Before I jump into the mail bag this week, I just wanted to give y'all a heads up to keep reading cause something fun is coming your way. I can't talk much about it now, but just make sure you stay tuned and you'll get the skinny! Okay, back to our regularly scheduled column. We are starting to get a steady stream of letters looking for some good ol' fashioned dog sense. Well, you came to the right place, so let's see what this month's worries are. Our first letter comes from Caller ID who writes:

Dear Max: My mother-in-law (who lives less than one mile away) feels the need to check in regularly. She likes to drop by unannounced and insists on a call from us daily. The conversations are always the same, because (hello!) not much changes in a 24-hour time span. She also tends to be very long winded. Max, I am all for family, but I don't want to feel like I need to be in the witness protection program to get a little privacy! What can I do?

Dear Caller ID: That reminds me of a funny little story. A man answered a knock on his door to find his mother-in-law standing on his front step. She asked, "Can I spend the night here?" "Yes," he replied and shut the door. Just kidding, but sometimes it helps to look at the lighter side when trying to get to the real issue. These keeping the family peace type questions are always tough. Maybe mom needs some



Max ponders the answers to some tough reader questions including mother-in-law etiquette and persuading the family to do their fair share.

ground rules established. Try explaining that things around the house are pretty hectic right after work and although you appreciate her interest, it is not always convenient to chat at that time. Pick a time during the week when you would be willing to catch up with her and make that your time. To get around the drop in visits, again explain your family position and look for a time that can be set aside to visit; maybe alternate her home, then yours. Keep me up to date on this one. Our next letter is from Chore Wars. Chore writes: **Dear Max:** Help!! I am married with two kids (ages 9 and 13) and it seems everyone in my house (except me) has developed a severe allergy. Whenever it comes time to splitting up the household chores, they all break out. Some break out through the front door; some break out through the back door. You get my drift, everyone likes clean cloths, good food and an uncluttered place, but no one wants to lend a hand. What can I do?

Dear Chores: Hey how about this – instead of asking folks to help out, try asking them to do "their share." This could start with a family meeting and a list of what needs to be done and when. The kids can take charge of their own areas with one or two additional "house happy" chores added on. Hubby can join in too. Make it fun, be specific, and choose the right folks for the right

chore and things should get better. Send me an update!

Whew, these were some good ones! So, remember to keep writing and look for some exciting news down the road.

Until next time, Max signing out.

Editor's Note:
a question or
for Max, log
My NAVSUP



**If you have
comment
on to the
Web site at
<https://knowledge.navsupsup.navy.mil>,
select COMFISCS under the NAVSUP
Enterprise drop-down menu, select
FISC San Diego under the
COMFISCS pull-down menu and click
on the Employees Questions/
Comments" link. Complete the form
and fill in the message box with "Dear
Max" then hit "Submit."**

FISC San Diego, SWRMC sign MOU

The streamlining of the Navy's logistics functions continued this month when Fleet and Industrial Supply Center San Diego entered into an agreement with the Southwest Regional Maintenance Command to assume control of logistics and material management for the regional maintenance provider.

CAPT Joseph Corsi, SWRMC's commanding officer, and CAPT Harry Davis, FISCSD's executive officer, signed a Memorandum of Understanding at Naval Base San Diego Oct. 6.

The MOU realigns all non-shipyard logistics departments servicing SWRMC to FISC San Diego. "This is absolutely the right thing to do," said Corsi. "We put the logistics function in the hands of the logistics professionals."

The MOU was the first in a Navy-wide partnership between FISCs and RMCs, a process, which eliminates redundancies and benefit the Navy. "It allows us to streamline material management and logistics functions between the activities," said Davis. "We get the benefits of consolidating functions." (See photo page 15)

2004 Combined Federal Campaign at FISC San Diego

Margie Hontucan
CFC Activity Coordinator

Today, we have an opportunity to make tomorrow better. Each year in the fall, the Combined Federal Campaign comes to the San Diego area and gives us a chance to make an investment in ourselves, our family and our community. Soon your CFC key worker for your department or site will provide you with a 2004



Photo by Heather Paynter

CFC coordinator Margie Hontucan(left) and last year's coordinator Ann Braeutigam.

contributors brochure and pledge form. Please take the time to read through the information and consider one or more of the 1,929 charitable organizations included in this year's brochure.

I'm sure you will find several organizations that dedicate their services in support of an ailment, a condition, or a cause that has directly affected you or a member of your family. Without exception, each of us has had our lives influenced by a CFC organization.

For three years my daughter, Keilani has benefited from one of the CFC Local Organization called Harmonium Incorporated. Harmonium provides "free" after school child care also known as the "6 to 6 Program" in the elementary and middle schools.

As a working parent it was very comforting to know my daughter was in a supervised and safe environment after school. The only thing I had to do, in order for Keilani to participate in the 6 to 6 Program, was to submit an application during the designated timeframe and wait for an acceptance letter.

Keilani is now in high school and no longer needs after school child care, but I continue to support



Occupation: General supply specialist/logistic support representative.

Birthplace: Cavite City, Philippines.

I graduated from: Cavite National High School.

I joined civil service: To share with the fleet Sailors my experience, talent and expertise that I achieved during my active-duty years.

Hobbies: Fishing and walking by the beach.

Favorite singer/group: Stylistic, Temptations, Lee Greenwood, Bee Gees.

Pet peeve: People who cut me off on freeways.

Nobody knows I am: I love singing, belting it out with karaoke.

My secret to success: My good nature, dedication and my smiling face.

If I could do it over, I'd: Be a licensed real estate broker and investor in San Diego.

I'd give anything to have met: Albert Einstein, JFK, Princess Di.

I've never been able to: Find the right dietician.

If I could change something: I would promote peace and love instead of violence and hate.

The last good book I've read: *On GOD and Country* by George W. Bush.

The one thing I like best about myself: I can make people laugh.

I am most proud of: My 21 years of honorable military service and my daughter admitted to SDSU.

My most embarrassing moment: Was my first time boarding an airplane. The flight attendant asked me if I cared for a cup of coffee and I said yes. She took off and came back to ask how I'd like my coffee and I said, "I like it hot." My partner sitting next to me said, "DUH!" This was way before Starbucks.

Favorite motto: Real men don't read the instructions.

Harmonium Incorporated through CFC because it is a wonderful program.

FISC San Diego's campaign will run from 5 Oct. 5 to Nov. 19. Our goal this year is to raise \$76,131. I feel we can reach or exceed our goal. We are going to work as a team and accomplish it, just like we do everything else.

I believe the better we do, the more winners we will have. And the winners are all those folks whose lives just improved because we cared to get involved.

Plan of action to address command issues

Corporate Climate

continued from page 6

command culture of equal opportunity for all employees. Consequently, as long as there is any percentage of concern regarding issues related to the prevention of sexual harassment, discrimination, or EEO/EO, the command will always make these areas of priority focus.

An action plan specifically addressing survey feedback has been developed and actions are underway throughout the command to address every area of opportunity. Areas targeted for improvement were categorized, prioritized and specific actions were developed to address each area.

Priority One initiatives are focused on improving communication between employees and middle and upper level management; and continuing to focus on prevention of sexual harassment; and promotion of equal employment opportunity; and appreciation for, and celebration of, diversity.

Priority Group Two initiatives are focused on improving satisfaction with career opportunities and career management; and to improve awareness and celebration of employee awards and recognition.

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Priority #3 Actions

Tie CCS Survey Results to Actions

- Publish Results and Action Plan in Network (Articles Starting in Sept 04 Edition)
- Communicate Results and Actions to Supervisors
- Communication Results and Actions to Workforce
- Provide Updates Regarding Actions via Town Hall Meetings and Subsequent and Network Articles

Priority Group Three efforts are focused on tying Corporate Climate Survey results to actions and more importantly communicating the “actions” to the workforce and letting them know that action is being taken based on feedback obtained from the survey.

In future editions of the Network look for updates to the FISCSD action plan. In addition, you can find the complete version of the Corporate Climate Survey results and Action

Plan on the FISCSD tab of the MyNAVSUP Web site... in addition to comparisons with FISCSD results from earlier rounds of the survey; and benchmarks of FISCSD results with results from NAVSUP and other government agencies.

FISCSD leadership thanks each and every employee who took time to complete the NAVSUP Corporate Climate Survey. Your time and opinions are valued and provide the critical information needed to facilitate efforts to make FISCSD an even better place to work.

According to Department of the Navy voting policy:

Employees may be granted excused absence permitting them to report to work three hours after the polls open or leave work three hours before the polls close, whichever involves less time away from work.

For example, if the polls open at 6 a.m. to 7 p.m. and an employee's duty hours are 8 a.m. to 4:30 p.m., the employee may leave work at 4 p.m. the 30 minutes of excused absence would permit the employee to leave work three hours before the polls close.

**Check out MyNAVSUP
at [https://
knowledge.navsup.navy.mil](https://knowledge.navsup.navy.mil)**

Once on the MyNAVSUP Web site, use the drop-down menu in the center of the page to access COMFISCSD, then click on FISC San Diego.



Fuel apprentice

LTJG Scott Darnell stands by the pier at the FISC Fuel Depot located at Point Loma. He recently reported to San Diego as the petroleum officer intern after serving on board the forward deployed warship USS Harpers Ferry (LSD 49).

When asked about his current assignment, he said, "There are a lot of very talented and knowledgeable people here at the Fuel Depot. I am thankful to have the opportunity to learn and work with this group of high caliber professionals."

After years of sea duty as an enlisted Sailor and a couple of challenging assignments on board

various ship platforms, he is embarking on one of his toughest duties yet – helping his wife with the challenges presented by an energetic 9-week-old baby boy.

Volunteer opportunities

The Designated Drivers Association is looking for volunteers on Friday and Saturday nights from 10 p.m. to 2 a.m. The purpose of this program is to prevent alcohol-related tragedies. Drivers license and insurance is required. For more information, contact the Designated Drivers Association at (866) 373-7233 or visit www.ddas.org.

Active-duty volunteers needed

The Human Performance Research Center San Diego is conducting a study to determine if the elliptical trainer exercise machine can be used as an alternative for the Navy Physical Readiness Test. For more information, contact Lisa Griswold at (619) 553-0563 or e-mail hpl@nhrc.navy.mil.

San Diego schools

San Diego City Schools need a partner in educating children about the environment and the importance of recycling. Volunteers are needed to make this program a success in the community. One volunteer is needed for each of the 150 school sites to lead a monthly environmental club meeting and be the liaison between their school and SDCS recycling office. Training, educational materials, and ongoing technical assistance will be provided to each volunteer.

For an overall time commitment of eight hours per year, volunteers will be making a significant difference in the success of this program and will allow the Navy to give back to the community. For more information contact Ellyn Hae, SDCS recycling manager, at (858) 637-6268 or Patrece at (858) 658-0665.

Reminder

Get those blues ready! Navy uniform switches from whites to blues beginning Nov. 1.

Is there something you would like to see in the Network?

If so, please submit your column ideas, story suggestions or articles about FISC San Diego, with or without photos, to the *Network* editor heather.paynter@navy.mil.

Input, suggestions and ideas about happenings around FISCSD are welcome.

In addition, we are also always on the lookout for FISCSD employees to be profiled for our "In the Spotlight" section. If you are interested or have a co-worker who wouldn't mind answering a few, fun questions, please e-mail to the above address.

A list of what's good from Iraq and what's not good

(This e-mail is from a Navy psychiatrist and former flight surgeon.)

Greetings all from hot, hot, hot Iraq. We are short indeed...although not quite as short as we had originally thought...our flight home has been posted and is showing up three days later than planned. The good news is that we leave in the middle of the night and arrive around dinnertime at Pendleton on the same day we leave (11 hours time difference). The other good news is it appears we've got commercial contract air carriers taking us home so we don't have to worry about sleeping on the cold steel deck of an Air Force C-17.

So...we turned over authority of the surgical company last week to our replacements, who had a serious trial by fire here in multiple ways, including multiple traumas, surgeries, increased risk to their personal safety, power outages, water outages, and camel spiders in the hospital...all in their first four days. But a few days ago, we heard the helicopters coming and knew they were dealing with multiple traumas, several of which were going to the OR...and we sat in our barracks and waited for them to call us if they needed us. They never did. Last week was the ceremony to mark the official end of our role here. Now we just wait.

As the days move very slowly by, just waiting, I decided that one of the things I should work on for my own closure and therapeutic healing...is a list. The list would be a comparison: "Things That Were Good" about Iraq and being deployed with the Marines as one of the providers in a surgical company, and "Things That Were Not Good." Most of all, it's just therapy, and by now I should be relatively good at

that. So here goes...in reverse order of importance...

Things That Were Good

Sunset over the desert...almost always orange, Sunrise over the desert...almost always red. The childlike excitement of having fresh fruit at dinner after going weeks without it.

Being allowed to be the kind of clinician I know I can be, and want to be, with no limits placed and no doubts expressed. But most of all, The United States Marines, our patients... Walking, every day, and having literally every single person who passes by say "Hoorah, Ma'am..."

Meeting a young sergeant, who had lost an eye in an explosion...he asked his surgeon if he could open the other one...when he did, he sat up and looked at the young Marines from his fire team who were being treated for superficial shrapnel wounds in the next room...he smiled, laid back down and said, "I only have one good eye, Doc, but I can see that my Marines are OK."

And of course, meeting the one who threw himself on a grenade to save the men at his side...who will likely be the first Medal of Honor recipient in over 11 years...

My comrades, Alpha Surgical Company...some of the things witnessed will traumatize them forever, but still they provided outstanding care to these Marines, day in and day out, sometimes for days at a time with no break, for seven endless months.

And last, but not least... Holding the hand of that dying Marine.

Things That Were Not Good

Terrifying camel spiders, poisonous scorpions, flapping bats in the darkness, howling, territorial wild dogs, flies that insisted on landing on our faces, giant, looming mosquitoes, invisible sand flies that carry Leishmaniasis.

Wearing long sleeves, full pants and combat boots in 132 degrees.

Random and totally predictable power outages that led to sweating throughout the night. Sweating in places I didn't know I could sweat...like wrists, and ears. The roar of helicopters overhead. The resounding thud of exploding artillery in the distance. The popping of gunfire...

Not knowing if any of the above sounds is a good thing or bad thing. The cracking sound of giant artillery rounds splitting open against rock and dirt. The rumble of the ground... The shattering of the windows...

Hiding under flak jackets and kevlar helmets, away from the broken windows, waiting to be told we can come to the hospital...to treat the ones who were not so lucky...

Watching the helicopter with the big red cross on the side landing at our pad. Worse...watching Marine helicopters filled with patients landing at our pad...because we usually did not realize they were coming...

Ushering a sobbing Marine colonel away from the trauma bay while several of his Marines bled and cried out in pain inside. Meeting that 21-year-old Marine with three Purple Hearts...and listening to him weep because he felt ashamed of being afraid to go back. Telling a room full of stunned Marines in blood-soaked uniforms that their comrade, that they had tried to save, had just died of his wounds. Washing blood off the boots of one of our young nurses while she told me about the one who bled out in the trauma bay...and then the one who she had to tell, when he pleaded for the truth, that his best friend didn't make it...

Listening to another of our nurses tell of the Marine who came in talking, telling her his name...about how she pleaded with him not to give up, told him that she was there for him...about how she could see his eyes go dull when he couldn't fight any longer...

And last, but not least... Holding the hand of that dying Marine.

Happenings around FISC San Diego

Welcome aboard to these FISC faces



Dante Lopez, Code 4315, is a disbursing examiner with the Fleet Examination Group. His hobbies include tennis, golf, jogging and fishing. Dante grew up in the Philippines.

Elizabeth N. Atienza, Code 10, works as a budget technician. Originally, Elizabeth is from Quezon City, Philippines but lives the life of a military spouse, having been on the move for the past 24 years.



Shawn Michener, Code 700, is a maintenance worker at the FISC Fuel Depot at Point Loma. He enjoys outdoor sports including camping and dirt bike riding. He has lived for 13

years in the Golden State and his hometown is Healdsburg, Calif.

SK3 Carla R. Alicea was named Blue Jacket of the Quarter at FISC San Diego HQ 119 and Blue Jacket of the Year for the Navy and Marine Corps Reserve Center San Diego.

Meritorious Service Medal
LCDR Joe F. Ray

Navy and Marine Corps Commendation Medal
CDR Jon C. Watson
CSCM(SW) Arnolfo G. Cayabyab
LCDR Christa H. Ford
SK1 Alfredo L. Delacruz Jr.
CDR John D. Lambert III
SKC Bruce S. Sisk
CWO Paul W. Tucker

Navy and Marine Corps Achievement Medal
SKC Tammie L. Gallagher
SK2 Valerie A. Floyd
SK1(AW) June V. Quantong

Meritorious Civilian Service Award
Lowell "Wayne" Franklin for superior service with FISCSD.

Letter of Commendation
SK2(SW) Gerardo A. Bensang for exemplary service at SWRMC.
Pamela Watson, Code 534, for professionalism in support of Mobile Security Squadron Three.
SK1(SW) Rodel D. Cruz for acting as Command Blood Donor Coordinator.
David G. Alfonso, Code 413, for professionalism as LSR to USS *Lake Champlain* (CG 57).

Letter of Appreciation
LCDR Cody Hodges, **CS2 Michelle Rubio**, **SK2 John DelCastillo** and **SK2 Jason Samonte** for work coordinating RADM Stone's visit.
CSCS(SW) Russell S. Paje for his effort in providing the ceremonial cake for the grand opening of the Focus Store at NADEP North Island.

Acquired membership in the Acquisition Professional Community
Bradley E. Crawford, **LCDR David J. Laramie** and **LCDR Carla Albritton**

Bravo Zulu Message to **Lito Camantigue**, Code 413, for professionalism as logistics support representative for USS *Fitzgerald* (DDG 62).

Retirement
25 years
Janice M. Charles
Helen E. Niemi
Robert J. Smith
Nancy J. Wilson
30 years
Margaret L. Jones
Shirley M. Armstrong
35 years
Daniel Garcia
37 years
Louis Brown

Request for annual leave donation
Christopher Smallwood, Code 10, has requested annual leave donations under the Voluntary Leave Transfer Program due to a medical situation.

Reenlistment
SK1(SW/AW) Carmelita D. Braganza
SK2(SW/AW) Jesus L. Arceo



Photo by Ron Flanders

A sprinkle and a pinch of this...

CSCS (SW) Russell Paje of the Navy Food Management Team San Diego shows CSSA Joseph Fidler of the USS Ronald Reagan (CVN-76) which dry ingredients are used to make boiled icing during a cake decorating seminar recently at the Naval Base San Diego galley. Paje and his NFMT teammates routinely hold classes and seminars for culinary specialists in bread baking, cake decorating and other food preparation techniques.

CAPT Joseph Corsi, commanding officer Southwest Regional Maintenance Command, signs a Memorandum of Understanding with FISC San Diego while CAPT Harry Davis, FISCSD executive officer looks on. The memorandum gives FISCSD operational control of logistics and material management for the regional maintenance command.



Photo by Ron Flanders

Acquisition professionals



(Right) Bradley Crawford and (left) LCDR Carla Albritton were honored for their selection in the Department of the Navy Acquisition Professional Community.



Pin it on for a job well done

(Right) CAPT Harry Davis awards the Navy Meritorious Civilian Service Award to Lowell "Wayne" Franklin for his achievement while serving as Personal Property Department director for FISC San Diego.



No more floating checks as of Oct. 28

The Federal Reserve Board

You've probably bought something in a store with a check even though you don't have the money in your account at the time. You figure you have a few days for the check to clear, and by then the money will be there. It's called the "float."

Well, the float is slowly becoming a thing of the past. Because of a new law going into effect Oct. 28, money will be drafted from your account immediately when you write a check. It's called "Check 21," and it allows retailers to scan your check through a machine that deducts the cash within minutes. It's essentially the end of the paper check system, because the check will eventually be destroyed. There will be an image of the check online and that will serve as proof if you need it. But everything is becoming electronic, and a bank will know if a check is good right away.

What about checks that you deposit? Well, the float is no longer available to you, the customer. But the bank still will hold a deposit for a few days to make sure it clears.

What are the main effects of "Check 21" on consumers?

1. You won't be able to get your original paper checks back, because your bank will no longer have them.
2. Checks you write will clear sooner, increasing the risk that a check will bounce if funds are not in the account when you write the check. Don't write a check unless the funds are already in the account to cover it.
3. You may not get access to the funds from checks you deposit any sooner, because the new law does not shorten check hold times. After 30 months, there must be a study on whether banks are making funds available to consumers earlier than the allowable hold periods.
4. Banks will save money on processing checks, but banks are not required to share these savings with consumers. Different kinds of copies of a check will

have different rights attached. Check 21 creates a new kind of paper copy of an electronic image of a check. This special kind of copy is called a "substitute check." Only a substitute check can be the legal equivalent of the original check, and only a substitute check triggers your right to recredit of disputed funds. A regular copy of a check does not carry these same protections. If you ask for a copy of a check, your bank may send you an ordinary copy instead of this special kind of copy which triggers legal rights and protections unless you ask for a substitute check.

A bank other than your bank will have your original check, and will decide whether to destroy it. Neither Check 21 nor other law requires a bank to keep your original check for any period of time. Under Check 21, the bank of the person you wrote the check to may decide when to destroy your check.

Consumers will get new rights for some electronically processed checks, but not for others. When a so-called "substitute check" is provided to a consumer, Check 21 gives the consumer a right to have funds of up to \$2,500 recredited to the consumer's account in 10 business days.

The statute is ambiguous about whether this new right applies when a paper substitute check is used in the processing of the check but is not returned to the consumer. The regulations restrict the right of recredit only to checks where the consumer was provided with a substitute check. If a check is processed electronically by all the banks it is routed through without the use of a substitute check and the consumer is not provided with a substitute check, then the check remains under state check law. In that case, the consumer does not receive a 10-day right of recredit even if the electronic image of the check is paid twice, paid for the wrong amount, or if both the electronic image and the paper check are paid.

The Back Page

FISC San Diego training calendar for October 2004

To enroll in any of the following classes, call (619) 532-2038 (DSN 522) or send an e-mail to FISCSD_training@navy.mil. Supervisory approval is required.

For more information on training courses and programs, online learning, and your training record, log on to <https://knowledge.navsup.navy.mil>, select COMFISCS under the NAVSUP Enterprise drop-down menu, select FISC San Diego under the COMFISCS pull-down menu. Classes are held at the Navy Broadway Complex.

Teaching the Elephant to Dance

Oct. 21, 8 a.m. - 4 p.m.

Bldg. 1, 3rd floor, Eagle Room

Must be a manager, team leader or supervisor to attend this class.

DLA Web Virtual Logistics Information Processing System

Oct. 26, 8 a.m. - 4 p.m.

Bldg. 1, 3rd floor, Synergy Center

All students must have hands-on knowledge of personal computers

Joint Total Asset Visibility System Training

Oct. 28, 8 - 11:30 a.m. or 12:30 - 4 p.m.

(pick one session) Bldg. 1, 3rd floor, Synergy Center

Consumers who want to maximize their consumer rights should ask for return of "substitute checks" with their checking account statements. Watch out for fees associated with a substitute check-returning account. Look for another bank if your bank charges a high fee to get copies of all your checks as substitute checks.